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AUTHOR	Turner, Caroline Sotello Viernes, Ed.; Garcia, Mildred, Ed.; Nora, Amaury, Ed.; Rendon, Laura I., Ed.
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ABSTRACT

This text is a resource on racial and ethnic diversity for faculty and students in higher education. It is organized in sections related to the history of racial and ethnic diversity in higher education, curriculum and teaching, students, faculty, administration, leadership and governance, and research issues. The chapters are: (1) "History of American Indian Community Colleges" (W. Larry Belgarde); (2) "Bricks without Straw: Missionary-Sponsored Black Higher Education in the Post-Emancipation Era" (Johnetta Cross Brazzell); (3) "Ethnicity in American Life: The Historical Perspective" (John Hope Franklin); (4) "Indian, Chicano, and Puerto Rican colleges: Status and Issues" (Michael A. Olivas); (5) "The Ignominious Origin of Ethnic Pluralism in America" (Stephen Steinberg); (6) "The Minority Student in College: A Historical Analysis" (Michael Washington); (7) "The 'Untameable Savage Spirit': American Indians in Colonial Colleges" (Bobby Wright); (8) "Multicultural Literacy and Curriculum Reform" (James A. Banks); (9) "Complicating the Question: Black Studies and Women's Studies" (Johnnella E. Butler); (10) "The Social Construction of Black Feminist Thought" (Patricia Hill Collins); (11) "Creating the Conditions for Social Democracy in the Classroom" (Antonia Darder); (12) "Talking about Race, Learning about Racism: The Application of Racial Identity Theory in the Classroom" (Beverly Daniel Tatum); (13) "American Indian Studies Programs: Surviving the '80s, Thriving in the '90s" (Bobby Wright); (14) "Improving Black Student Access and Achievement in Higher Education" (Walter R. Allen); (15) "Getting in: Mexican Americans' Perceptions of University Attendance and the Implications for Freshmen Year Persistence" (Louis C. Attinasi, Jr.); (16) "Experiences in Multiple Marginality: A Case Study of Chicana 'Scholarship Women'" (Gloria Holguin Cuadrez); (17) "Black Women in Black and White College Environments: The Making of a Matriarch" (Jacqueline Fleming); (18) "Historically Black Colleges: Models for Increasing Minority Representation" (William B. Harvey and Lea E. Williams); (19) "The Demographics of Diversity: Asian Americans and Higher Education" (Jayjia Hsia and Marsha Hirano-Nakanishi); (20) "Comparative and Predictive Analysis of Black and White Students' College Achievement and Experiences" (Michael T. Nettles, A. Robert Thoeny, and Erica J. Gosman); (21) "Hispanic Student Retention in Community Colleges: Reconciling Access with Outcomes" (Amaury Nora and Laura Rendon); (22) "From

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the Barrio to the Academy: Revelations of a Mexican American 'Scholarship Girl'" (Laura Rendon); (23) "The Effects of Student Financial Aid on Access to Higher Education: An Analysis of Progress with Special Consideration of Minority Enrollment" (Edward P. St. John and Jay Noell); (24) "The College Experience of Native Americans: A Critical Analysis" (William G. Tierney); (25) "Faculty Issues: The Impact on Minorities" (James E. Blackwell); (26) "Pathway to the Professoriate: The American Indian Faculty Pipeline" (William T. Cross); (27) "Racism in Academia: The Old Wolf Revisited" (Maria de la Luz Reynolds and John J. Halcon); (28) "Faculty Responsibility and Tolerance" (William B. Harvey); (29) "Black Women Intellectuals" (bell hooks); (30) "Asian Pacific Americans in Higher Education: Faculty and Administrative Representations and Tenure" (Don T. Nakanishi); (31) "Latino Faculty at the Border: Increasing Numbers Key to More Hispanic Access" (Michael A. Olivas); (32) "A Comparative Study of Occupational Stress among African American and White University Faculty: A Research Note" (Earl Smith and Stephanie L. Witt); (33) "The Survival of American Indian Faculty" (Wayne J. Stein); (34) "Socializing Women Doctoral Students: Minority and Majority Experiences" (Caroline Sotello Viernes Turner and Judith Rann Thompson); (35) "Minority Faculty Recruitment Programs at Two-Year Colleges" (Ronald D. Opp and Albert B. Smith); (36) "Community College Faculty: A Profile" (Deborah J. Carter and Cecilia A. Ottinger); (37) "Leadership and American Indian Values: The Tribal College Dilemma" (Elgin Badwound and William G. Tierney); (38) "Administrative Commitments and Minority Enrollments: College Presidents' Goals for Quality and Access" (Robert Birnbaum); (39) "Double Jeopardy: Women of Color in Higher Education" (Deborah Carter, Carol Pearson, and Donna Shavlik); (40) "Multiculturalism: The Crucial Philosophical and Organizational Issues" (Patrick J. Hill); (41) "Developing Leadership Potential for Minority Women" (Marvalene Styles Hughes); (42) "The Campus Racial Climate: Contexts of Conflict" (Sylvia Hurtado); (43) "Understanding the Hiring of Women and Minorities in Educational Institutions" (Alison M. Konrad and Jeffrey Pfeffer); (44) "Diversity and Its Discontents" (Arturo Madrid); (45) "Organizing for Diversity: Fundamental Issues" (Daryl G. Smith); (46) "Diverse Students and Complex Issues: A Case for Multiple Methods in College Student Research" (Louis C. Attinasi, Jr. and Amaury Nora); (47) "Recognizing Diversity: A Need for a Paradigm Shift" (Li-Rong Lilly Cheng); (48) "Prediction of Hispanics' College Achievement" (Richard P. Duran); (49) "The Situation of Black Educational Researchers: Continuation of a Crisis" (Henry T. Frierson, Jr.); (50) "Minority Student Access to, and Persistence and Performance in, College: A Review of the Trends and Research Literature" (Shirley L. Mow and Michael T. Nettles); (51) "Research on College Students; Commonality, Difference, and Direction" (Frances K. Stage); and (52) "An Anthropological Analysis of Student Participation in College" (William G. Tierney). Each chapter contains references. (Contains 7 figures and 71 tables.) (SLD)

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